

Dec 1961





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## Contributors

**Sandy Dunbar**, assistant secretary at Wilton Works, joined ICI in 1954 after being called to the Bar. He has worked in the Secretary's Department of Head Office and of Metals and Pharmaceuticals Divisions. Took over his present job two years ago. Visited the Mountains of the Moon last year while spending a holiday with his brother in Uganda.

**Tom Roberts**, ICI chef, has been connected with food since the age of 14. Joined the army in 1939 as a sergeant instructor in cooking and left with the (what he describes as pompous) title of deputy-assistant-director, supply and transport, southern command, Madras. Is a fellow of the Hotel and Catering Institute and Governor of the Cookery and Food Association.

**Imre Hofbauer**, who illustrates the Central Council article, is Hungarian but has been living in England since just before the last war. Besides magazine illustrating he does murals, frescoes and posters. Has also written and illustrated several books, including two on London. His drawings have appeared in such magazines as *Good Housekeeping* and *Homes and Gardens*.

**Douglas Murray**, who thought out the Christmas quiz, is a copywriter with Central Publicity Department in London. He joined Nobel Division's Education Department in 1950 and during the next six years was transferred to the Division's Work Study and Publicity Departments. He came to Central Publicity in 1956.

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Sandy Dunbar



Imre Hofbauer



Douglas Murray

ONE of the obligations that intellectuals ought always to shoulder is that of criticising, on the basis of hard facts, the society in which they live. It is unlikely that society will immediately overwhelm them with gratitude in return for the unpleasant things they say and write. But the critics should not expect this. They should feel adequately rewarded for their labours if society is brought to recognise its defects and sets about removing them in good time. And that means removing them before things are so desperate that significant numbers of people are convinced that change can come about only through abandoning democratic institutions and values.

### Responsibility to Criticise

In the past British intellectuals have usually accepted as one of their more important tasks this responsibility to criticise and to reform society in a practical way. One result is that over the past fifty years poverty has been practically eliminated in this country, and nowadays everyone takes it for granted that the State ought always to take any steps necessary to keep it eliminated. The credit for bringing this about belongs largely to philosophers and historians whose writings created a climate of elite opinion which forced politicians to advocate sensible policies and to mobilise popular support for these policies.

Today a comparable job of criticism and education has to be done by our intellectuals in the field of economics. Most of them would probably agree that our main economic objective now should be to raise the material standards of living of the general population in this country to a level a good deal higher than it is today—and to do this pretty rapidly. They would probably also agree that so far very little has been done to pursue this objective effectively.

The relevant facts are well documented: over the past eight years the average Briton's real income has risen at only half the rate recorded in many other European

countries—France, Italy, Germany, Holland, etc. Our exports have lagged behind the world increase in international trade, and our growth in productivity per head looks pretty miserable when compared with the achievements of other industrialised countries.

Nor is there much disagreement among the experts as to the causes of our relative backwardness. At the top of the list they would put our persistent creation of inflation—the state of affairs where people's money incomes increase faster than our output of goods and services, and where consequently the value of money falls steadily. This inflation originates in two main sources. First, there is the increase in prices brought about by attempts to do too many things at once. For example, if we set out with limited resources to build more schools, more houses, more offices, more factories, it is inevitable that prices and wages in the building trade will be bid up by buyers and employers competing for the scarce supplies of materials and wages. Then, in order to hold on to their materials and manpower, buyers and employers in other industries will increase the prices and wages they are willing to pay.

### Share-out Unchanged

A second source of inflation is the persistent use of collective bargaining by organised labour and organised employers to push up earnings faster than productivity. These settlements very rarely affect the share-out of the proceeds between capital and labour; usually, all they achieve is higher costs of production and higher prices all round. In 1953 (generally regarded as the first "normal" post-war year) income from employment absorbed 71% of all personal income; in 1960, after eight years of such settlements, the share going to employees still stands at 71%. About all that has happened is that prices have gone up by about 20%.

Of course, it could be argued that higher money incomes and higher prices all round really don't matter; we are

simply using larger numbers in our accounts. But this is not so. After a few years of inflation people start adjusting their lives to the expectation that it will go on. Businessmen seek to make profits simply out of speculation on rising prices rather than by constructive contributions to national production. And each group of employees tries to raise its standard of living primarily by forcing gains for itself at least one jump ahead of rising prices.

### Costs and Prices

And, thirdly, when our costs of production go ahead faster than other people's costs our imports go up, our exports fall, and the government in an attempt to remedy this is forced to check consumption—and it usually does this by methods which create unused capacity in industry.

It looks very much as if we can make substantial and fast progress towards raising living standards in Britain only if we are able to secure greater stability in costs and prices. Creating this stability must be made a top priority in national policy; it will necessitate new stabilising institutions and instruments, but these will only be effective if the stabilising policy is fully understood and firmly supported by the public. This is where criticising and educating intellectuals should come into their own again. And, indeed, they are already at work. A couple of months ago Mr. Michael Shanks, in his Penguin Special *The Stagnant Society*, described in detail Britain's post-war failure to combine economic expansion with stable prices and argued that the causes lie in our whole system of industrial and class relations. A few more such onslaughts and the truth may well become accepted that inflation leads to stagnation and stability leads to growth.

*The opinions expressed in this article are not necessarily those of the Company.*



# THE EXPORT CRISIS— AND OUR- SELVES

*By S. P. Chambers, Chairman of ICI*  
*Why does Britain suffer one balance of payments crisis after another? Why is it right to join the Common Market? How is ICI affected by the present economic situation? Mr. S. P. Chambers, Chairman of ICI, deals with these urgent problems in an article specially written for the Magazine.*

In recent months a good deal of discussion has taken place in which attention has once again been focused on some of the weaknesses in Britain's economy, in particular on the failure of British exports to rise as much as they should, and on the lack of growth of the British economy compared with that of other countries.

At first sight the measures that have been adopted to damp down the demand for goods at home, by taking more of our money away from us in taxes and by making credit more expensive and more difficult to obtain, seem to be in conflict with the objective of achieving a higher rate of growth. Indeed they are; but they are necessary because whenever consumption at home is allowed to rise the level of imports also rises, and we seem to be incapable of achieving a high enough level of exports to pay for the increase in imports. Since, as Prince Philip said the other day, "the rest of the world most certainly does not owe us a living," steps have to be taken to correct the balance, and they have to be taken quickly because this country's reserves are now very small compared with the volume of import and export business that we are transacting. So far there is nothing new in the present situation. Similar crises have occurred at intervals ever since the war, and the record of the British economy over the last few years has been one of spurts of growth with intervals of stagnation.

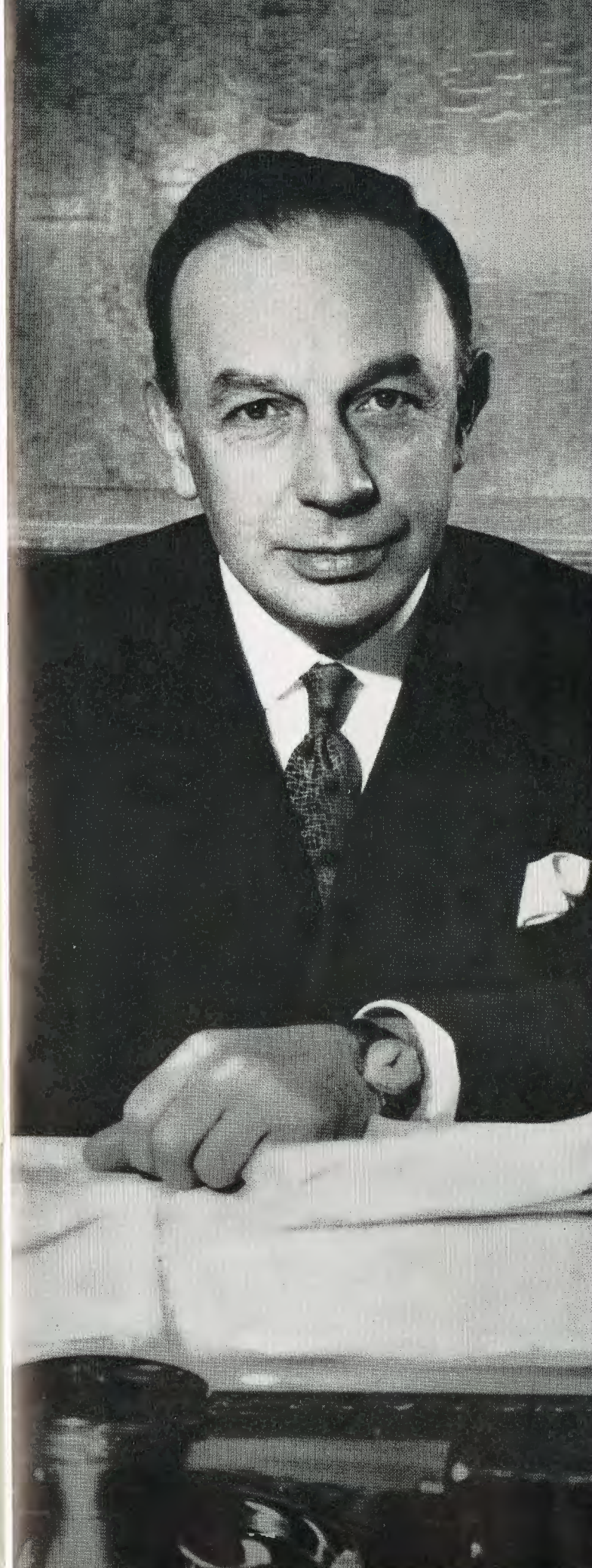
## No Alternative

Unfortunately once a balance of payments crisis is upon us there is no alternative to the kind of measure which the Chancellor introduced in his July supplementary budget, although each period of stagnation reduces even further the ability of British industry to compete in world markets and makes future crises more likely. Each use of these short term expedients to deal with an immediate crisis makes more urgent the need for a solution that will correct the long-term trend.

I cannot attempt to go at length into all the reasons why exports from this country fail to rise rapidly enough to enable us to avoid these crises, but I should like to say something about two factors which are basic—the choice of markets, and the competitiveness of British goods.

## Overseas Investment

Readers of this magazine will frequently have read about ICI investment in Argentina, in India, on the continent of Africa, and in other countries, but ICI's overseas investment is only a small part of the investment that is being made in manufacturing industry in all the previously underdeveloped countries of the world. There are large areas of the world where standards of living have been static for generations at levels which are very low compared with North American and Western European standards, and as part of the drive to improve living conditions in these areas new industries are being created and old ones expanded. The process may appear to be slow, and there are formidable obstacles; but all these countries must build up their own manufacturing industries because they cannot possibly earn from their exports of agricultural and mineral products enough foreign exchange to buy all the goods which they must have if the standards of living of their people are to be improved. Moreover, the peace and stability of the world cannot be guaranteed as long as standards of living in these



areas remain at near-starvation levels while standards in the industrial countries continue to rise.

These changes that are taking place in the underdeveloped countries are bringing with them a revolution in world trade. The main effects of this revolution are first, that Britain and the other advanced industrial countries can no longer compete in the markets of the world in the production of those goods for which the cost of labour is a high proportion of the total cost of production, and second, that opportunities are reduced for trade in some of the other more basic industrial products which the developing countries begin to manufacture for themselves.

## A New Trade Pattern

As a result, the international trade of all the industrialised countries, including Britain, is coming to depend more and more on the products of those industries in which higher technical efficiency, better access to raw materials and markets, and the need for heavy capital investment, highly specialised technical knowledge and expensive research still combine to give the more advanced countries an advantage over countries with lower wage rates but with lower technical standards also. Trade in goods of this kind is greatest and grows fastest between industrialised countries. These more sophisticated products—organic chemical materials for the manufacture of synthetic fibre fabrics rather than cheap cotton fabrics, plasticisers rather than chlorine, computers rather than bicycles, machine tools rather than pig-iron, as well as some of the consumer goods which are taken for granted in Europe but which are almost non-existent in many other parts of the world—are of use to, and can be afforded by, people living in developed industrial countries.

It is in the context of these changes in the world outside Britain and outside Europe that some of Britain's trading problems can be understood. For very many years a large proportion of Britain's exports of goods has been going to the countries of the Commonwealth, and these goods from Britain have in turn accounted for a very large proportion of the market in those countries for imported manufactured goods. Even now nearly half Britain's total exports go to the countries of the overseas sterling area, but while British exports to other parts of the world have been rising, our exports to the overseas sterling area have been static. This is partly because Britain is losing some of its share of these markets to other exporting countries, and partly because the countries of the overseas sterling area are still predominantly producers of primary products.

## Commonwealth Markets Lag

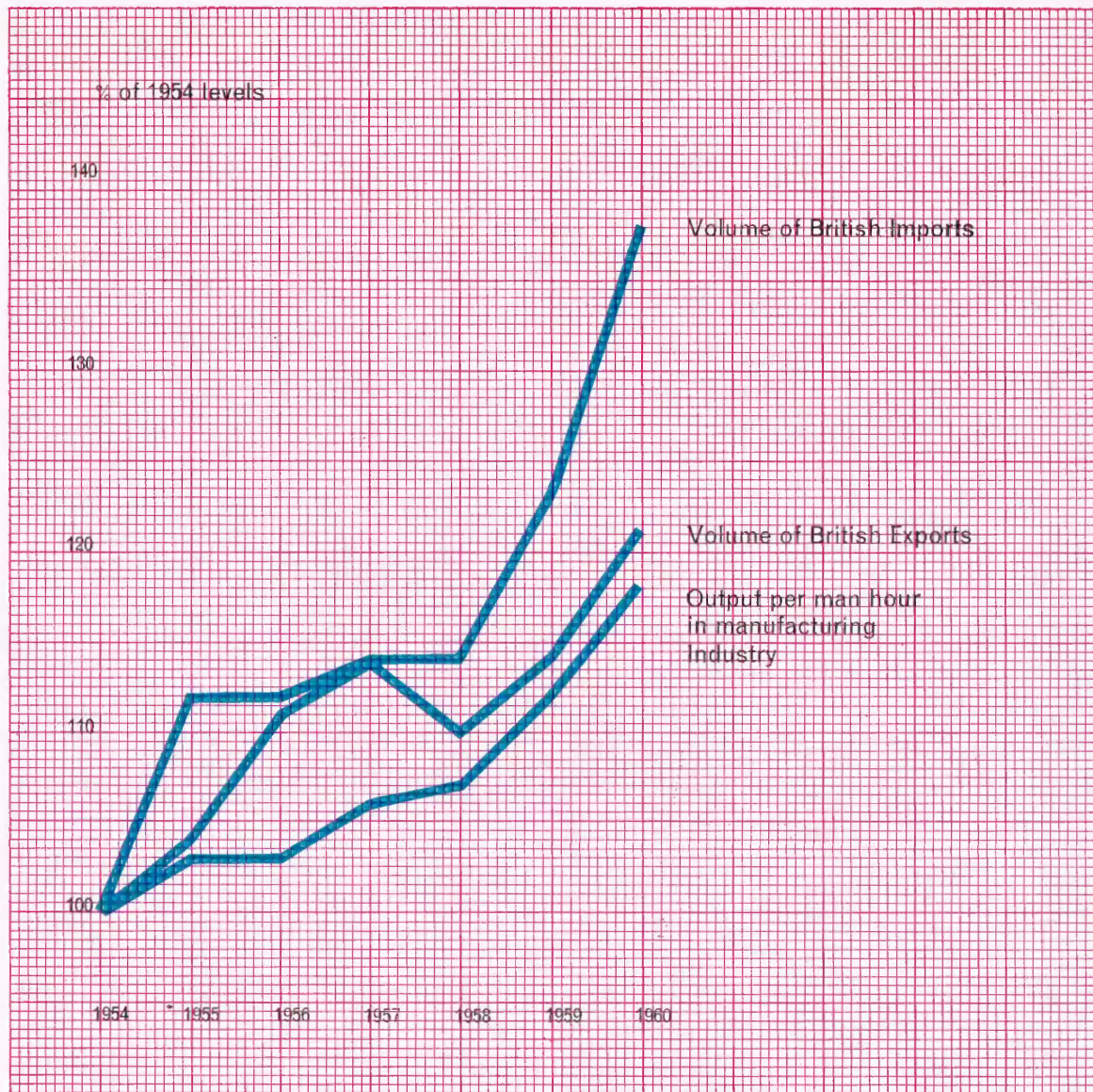
The markets for imported manufactured goods in all the primary producing countries of the world, in Latin America and elsewhere as well as in the Commonwealth, are rising less rapidly than markets in North America and Western Europe, and the goods that these primary producing countries most want to import are often not the goods that we in Britain can continue to supply competitively. A major part of the increasing output of British industry will therefore have to be sold to industrial countries. No sufficiently large market can be provided by any likely expansion of trade with the countries of the Commonwealth.

The failure of Britain's exports to rise sufficiently is thus not simply the result of uncompetitiveness in world markets but arises also to some extent from the fact that the pattern of



# The Gap

Imports have grown much faster than exports in recent years



Britain's overseas trade, as regards both the type of goods exported and the distribution of our markets, has not changed sufficiently to take account of the changes in our markets and in their importance relatively to the rest of the world. The trouble is not so much that we in Britain cannot compete with the Germans, the Italians or the French. In many fields we can compete on quality and price with anybody. Where we in Britain have gone wrong here and there is in failing to respond quickly enough to the need to develop new products and new markets.

Those sections of British industry which are making those products which are now the right products for Britain, and which are selling them in the right markets, are increasing their sales to the expanding markets of North America and Western Europe, even over tariff barriers. Those sections which are making the products that are no longer required from us, or that cannot be made economically in Britain in these days, are losing their markets even in the Commonwealth.

One of the reasons for Britain's application to join the European Economic Community is that membership of the Community would give us an opportunity to achieve the substantial long-term expansion of trade that we need, provided always, of

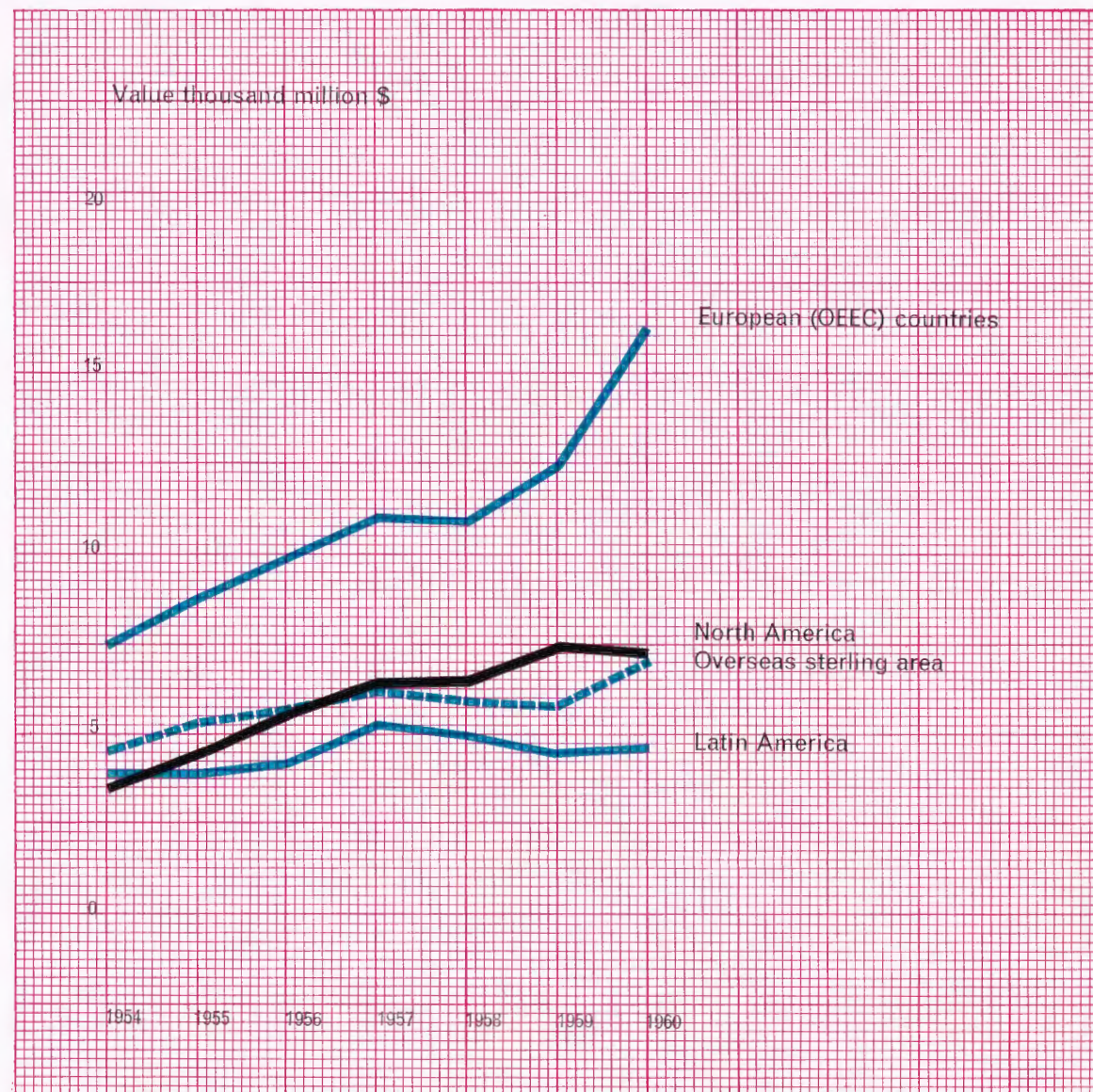
course, that British industry is able to do as well as its competitors in Europe.

There is, of course, no one simple reason which accounts for the lack of competitiveness of some sections of our industry. Failure to adapt to present-day conditions I have mentioned. The measures that are adopted to enable the inefficient sections of some industries to go on making the same old products, in the same old ways and in the same old places, also exert a drag on the whole economy which goes far beyond the industries directly affected. The maintenance of uneconomic industry both starves the growing industries of the resources of money and manpower which they need and imposes a burden of extra cost which makes it more difficult for even the most efficient industries to remain competitive. The concentration of some exporters on those Commonwealth markets in which British goods used to be given a preference has left a number of British manufacturers in a very poor competitive position now that they have to meet competition in other overseas markets on more level terms.

Two of the most important factors making for lack of competitiveness have been an easy home market, protected by tariffs and subsidies, in which even the inefficient producer could

# Where World Exports are going

The more rapid growth of European markets is illustrated by this destination breakdown of the total exports of the nine main exporting countries, namely Britain, the United States, Japan, and the six countries of the Common Market



survive without bothering about exports, and our failure in Britain to keep increases in personal incomes within the limits set by increases in production. Britain's entry into the Common Market would go a long way towards dealing with the first. The second is a rather more difficult problem.

I hope I have not given the impression that I think that Britain's performance in recent years has been hopelessly bad, because it has not. The standard of living of most people in this country has gone up very considerably in the last few years, and this has been possible only because we have increased productivity and because we have increased our exports. Unfortunately the record has been spoilt by a continuing tendency to try to take more out of the economy than we put in.

This increase in personal incomes beyond what is justified by increases in production is not entirely a matter of increases in individual wage rates or dividends. It is the total of personal incomes that matters and the total production. It is just as inflationary for low wages to be paid to too many people whose work is unproductive as it is for wages that are excessively high to be paid to people whose productivity is higher if the total that is paid out is in both cases greater than the value of what is produced.

The way that the Government balances or does not balance its own budget can also have a profound influence in this matter, because if the total of Government expenditure is greater than the amount that is raised in taxation and from savings, that too is an attempt on the part of the community as a whole to take more out of the economy than it is putting in. Some of the capital expenditure that has been incurred by the nationalised industries has contributed to inflation because in the first place it has not been covered by taxation or by true savings and because too often losses have been made which require still more money from the Government.

If we were operating in a completely closed economy without having to concern ourselves about imports and exports, this attempt to take out more than we put in would still lead to inflation. Inflation always operates unfairly against people with fixed incomes, particularly those on pensions, and against other people who are not as well placed as the majority to obtain increases in pay. When there is inflation, these people are in effect being robbed by the rest of the community. That is not all. We are not able to disregard our overseas trade, and inflation has the additional effect of making our exports more expensive. We demand from the people of other countries more



# CHRISTMAS QUIZ

By Douglas Murray

## Who said?

1. Ils ne passeront pas.
2. J'y suis, j'y reste.
3. Eureka!
4. An honest man's the noblest work of God.
5. An honest god is the noblest work of man.

## Who's for tennis (or golf, cricket, etc.)?

6. What should be the referee's decision if a soccer player, taking a throw-in, throws the ball through his own goal?
7. Who is the British open golf champion?
8. Which of these heavyweight boxers retired as undefeated champion?  
(a) Gene Tunney.  
(b) Rocky Marciano.  
(c) Joe Louis.  
(d) James J. Braddock.
9. What, where and when was England's highest Test cricket score against Australia?
10. What, where and when was Australia's highest Test cricket score against England?

## What's that?

11. What is a stannary?
12. What is a palindrome?
13. What are:  
(a) a sinecure?  
(b) a cynosure?  
(c) a *sine qua non*?
14. What is 12 on the Beaufort Scale?
15. What is the standard gauge on British Railways?

## Who wrote?

16. Who wrote under the pen-names Acton, Currer and Ellis Bell?

17. What was William Sydney Porter's pen-name?
18. Who wrote which opera commemorating the opening of the Suez Canal?
19. What writer bore these additional three Christian names: Fingal O'Flahertie Wills?
20. Who created  
(a) The Saint?  
(b) Maigret?  
(c) Hercule Poirot?

## How many? How fast? How long?

21. How many pennies, lying on top of each other, are required to build up to the height of one penny standing on edge: 12, 15 or 18?
22. A hen and a half lay an egg and a half in a day and a half; how many eggs will 7 hens lay in 6 days?
23. Ambridge is 1 mile from Embridge, which is 1 mile from Imbridge. If you drive from Ambridge to Embridge at an average speed of 30 mph, how fast must you then travel to Imbridge so that your average speed from Ambridge to Imbridge is 60 mph?
24. If John is 3! years old, how long must he wait before he is 4! years old?
25. A water-lily doubles its size every day. It fills the pool it occupies in 64 days. How many days did it take to fill one-quarter of the pool?

## Which? What? Who?

26. Which is the odd man out:  
(a) Radio, car, camera, dog, television set?  
(b) Argon, krypton, neon, neutron, xenon?
27. Which is the largest lake in the British Isles?

28. What is:  
(a) A cavy?  
(b) A liger?  
(c) A tigon?
29. Who owned, and what was:  
(a) Bucephalus?  
(b) Incitatus?  
(c) Excalibur?
30. Whose home is called  
(a) A drey?  
(b) A lodge?  
(c) A sett?

## ANSWERS

1. Marshal Pétain at Verdun, 1916.
2. Marshal Macmahon at Sevastopol, 1855.
3. Archimedes.
4. Alexander Pope.
5. Robert Ingersoll.
6. Corner kick.
7. Arnold Palmer, USA.
8. All except Braddock.
9. 903 for 7 declared, the Oval, 1938.
10. 729 for 6 declared, Lord's, 1930.
11. A tin mine in Devon or Cornwall.
12. A word or phrase that reads the same backwards as forwards, e.g. "Able was I ere I saw Elba."
13. (a) A paid office with no duties. (c) A centre of attraction. (c) Something indispensable.
14. A wind of hurricane force.
15. 4 feet 8½ inches.
16. Anne, Charlotte and Emily Brontë.
17. O. Henry.
18. Verdi: *Aida*.
19. Oscar Wilde.
20. (a) Leslie Charteris. (b) Georges Simenon. (c) Agatha Christie.
21. 18 or 19, depending on how worn the pennies are.
22. 28—because one hen lays one egg in 1½ days.
23. Impossible—you have already spent the necessary two minutes.
24. 18. 3! is factorial 3 (1 × 2 × 3), making a total of 6; factorial 4 totals 24.
25. 62 days.
26. (a) Camera—no licence needed. (b) Neutron—an atomic particle; the others are gases.
27. Lough Neagh, Northern Ireland.
28. (a) A guinea-pig. (b) The offspring of a lion and a tigress. (c) The offspring of a tiger and a lioness.
29. (a) Alexander the Great's horse. (b) Caligula's horse (he also made it a consul). (c) King Arthur's sword.
30. (a) A squirrel's. (b) A beaver's. (c) A badger's.



The summer and beautiful early autumn we had now seem a very long way off, but in the garden we can still see the effects of it. Many of our winter flowering plants are flowering much earlier than usual. In early October my large shrub of *mahonia japonica* was in full flower. I felt rather concerned and thought this might spoil the winter flowering, but it is still in flower and there are many more buds yet to open. I value this shrub more than any other, as for years now we have used the long sprays of lemon-yellow, sweetly scented flowers on the Christmas table.

There are at the moment many bright yellow flowers on the winter-flowering *jasminum*, but we need not be concerned about this one; there are plenty of buds which will continue to open right through the winter. This is another valuable shrub for Christmas cutting. I cut the long twiggy branches about a week before Christmas, and in water in a moderate room temperature the flowers are fully out by 25th December.

## Winter-flowering Cherry

There are early flowers too on the winter-flowering cherry, *prunus subhirtella autumnalis*, also useful for the Christmas decorations. *Viburnum fragrans*, already in flower, has plenty of tightly packed buds yet to open, and the buds on the witch hazel, *hamamelis mollis*, are earlier than usual. This one does not as a rule open its flowers before January or February.

Winter-flowering ericas, or heathers as many people will know them, are in flower; the flowers on the pink *erica carnea* are fully open, but springwood white is only just beginning to open. The buds on the evergreen winter-flower-

Flowers for Christmas

By Percy Thrower

ing *laurustinus* are prominent. This is another shrub that I value, not only for cutting but for winter colour in the garden.

The summer does not seem to have made any difference to the Christmas roses, except that there is perhaps a more promising show of buds. On mine the buds are coming up, and the first will soon be opening.

These I like to protect well before Christmas to prevent the flowers from being marked by either rain splashes or heavy fog. I place two bricks, one on top of the other, each side of the plant and place a large sheet of glass over the top. This is weighted down to prevent it being blown off and broken by the wind. Another piece of glass is placed in front and at the back to stop a draught blowing through under the glass. Polythene sheeting can be used instead of the glass, and is much cheaper.

## An Old Favourite

For many people the Christmas rose (real name *helleborus niger*) is the real favourite at this time of year. Young plants can be purchased and planted between now and mid-March. It appreciates a well-drained soil and a place under a south- or west-facing wall. If the soil is heavy, mix with it some sharp sand or mortar rubble, a small handful of bone meal for each plant and a liberal amount of horticultural peat. Plants put in during the next few weeks should flower for Christmas of next year.

At this time of year the greenhouse is, I consider, the most comfortable place in the garden; that is, if it has some form of heat—as every greenhouse should have. An unheated greenhouse limits very much

the range of plants which can be grown. With only sufficient heat to keep out the sharpest frost there is always an interesting job we can be doing in the greenhouse. Care of the greenhouse and the plants in it is very important at this time of year. I would go so far as to say it is the most critical time of the year, because without proper treatment so many of the plants can be lost.

## Less Growth, Less Water

The first important point to remember is that with the shorter hours of daylight growth of all plants has slowed down very considerably, and this means they need very much less water than a month or two ago. Each one must be left until the soil is really dry before receiving enough water to soak the soil in the pot right through. It should then have no more until the soil is dry again. It is not wise to put water on the floor or greenhouse staging except on very bright days, otherwise the atmosphere of the greenhouse will become stagnant. This will encourage the damp fungus, which will affect all plants.

The top ventilators should be opened a little whenever the outside temperature is above freezing point and when there is no fog. Fresh air will help to keep the plants healthy and prevent the temperature of the greenhouse from getting too high, which can do more harm than good in late autumn and winter. Any dead leaves should be picked off geraniums or other plants because these can cause fungus disease, and particularly the "damping off" of young plants.

To all our gardening friends a happy Christmas and a good gardening year in 1962.



# People and events . . .

## Polythene "Dumping"—ICI Appeals

**P**OLYTHENE has been in the news a lot recently. First there was the announcement of big reductions in ICI's prices, and then last month came the report that ICI and other British producers had complained to the Board of Trade about the dumping of American polythene into the UK. These moves focus attention on a situation which has been growing progressively more serious for British producers of polythene.

American polythene producers have far more capacity than they need to supply their home market, and it pays them to export large tonnages at low prices to keep plant employed. The tariff on imports into Britain is only 10%, which is much lower than it is into most other countries, so a considerable quantity of American polythene has been coming into Britain. The US market, on the other hand, is protected by a very high tariff—amounting to over 45%—so that British producers cannot retaliate effectively with exports to the USA. Our objection is not to the import of American polythene, but to the fact that it is being imported at prices well below the price at which it is sold in US home market.

The dumping of American polythene has been going on for some time now. So far we have been meeting it by reducing our prices, but we now think that the Government should, as they are empowered to do under the Dumping and Subsidies Act, put a stop to this dumping by imposing a special dumping duty, as the French Government has recently done. We are quite prepared to meet fair competition from imports, but dumping is recognised internationally as being unfair competition, and for this reason many countries (including the USA) have legislation to enable special duties to be imposed to prevent dumping. In making our application to the Board of Trade we have been supported by the other UK producers.



Mr. Bingen, Lord Beveridge and Dr. Ferguson

### Spotlight on Statistics

**O**N 2nd November ICI played host for the day to the Institute of Statisticians. It was one of a series of one-day conferences being held by various large organisations to give fellows, associates and students of the Institute some idea of the scope and application of statistics within a particular organisation. In the absence abroad of Mr. S. P. Chambers,

the conference was opened by one of ICI's deputy chairmen, Mr. E. A. Bingen, and the chairmen for the morning and afternoon sessions were respectively Dr. John Ferguson, who retired at the end of last month as ICI research and development director, and Mr. P. T. Menzies, ICI finance director.

About 110 people attended, including Lord Beveridge, president of the Insti-

tute of Statisticians, Professor G. A. Barnard, chairman of the Institute, Sir Harry Campion, director of the Central Statistical Office, Dr. B. Benjamin, secretary of the Royal Statistical Society, and Mr. J. H. Gunlake, president of the Institute of Actuaries.

### Unique Award

**A**FTER making more than 1600 awards since 1950 to members of the Wilton First Aid Group—the biggest voluntary class in the country—the Order of St. John of Jerusalem has given one of its rarest honours to Wilton Works in recognition of the collective efforts of its employees in the field of first aid.



Mr. J. Grange Moore (2nd from right) and Mr. Norman Sadler (centre)

A vellum vote of thanks—given for outstanding services in furthering the work of the Order—was presented on behalf of the Grand Prior at the end of the annual dinner and presentation of 263 first aid awards held at Wilton on 2nd November.

While it has been presented in the past to individuals (not at Wilton) who have given outstanding service, an award of this kind to a Works appears to be unique.

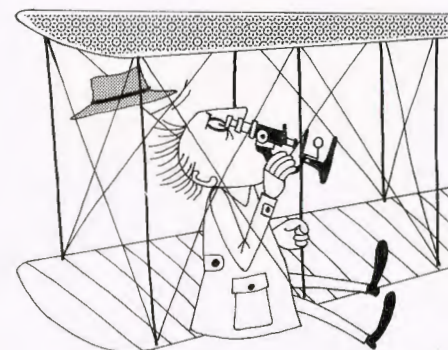
Making the presentation to Mr. J. Grange Moore, works and personnel director, who is president of the Wilton First Aid Group, Mr. C. Norman Sadler, vice-chairman of the Council of the Order of St. John for the North Riding and chairman of the North Riding County Centre, said the award was made by the Order as a token of their thanks for all the efforts made by the Works to further the cause of first aid, both in the Works and the surrounding area.

### Finding the Flaws

**'SILCOSET'** silicone rubbers, made by Nobel Division at Ardeer Factory, are now being applied by Westland Aircraft Ltd. of Yeovil, Somerset, to simplify examination of the internal surfaces of aircraft struts and spars. Before 'Silcoset' rubbers were used, this examination was carried out with an internal microscope—a highly skilled operation that took much time.

Because 'Silcoset' rubbers can be cured at room temperature, unlike ordinary silicones, they are ideal for this purpose where heat curing is undesirable and where the cost of conventional rubber moulding equipment is not justified. 'Silcoset' rubbers are simply cured by the addition of a catalyst, and the curing time can be varied to suit the needs of the user.

Westland Aircraft Ltd. are making 'Silcoset' casts of the internal surfaces of the aircraft struts and spars. After curing, the flexible casts are withdrawn for detailed inspection. The impressions are found to be so good that any faults are shown in accurate relief on the surface of the 'Silcoset' rubber casts.



### Meet Doris

**M**OST readers will have heard of Iris, the representative of a national newspaper who visits holiday resorts, pops questions to selected holidaymakers and gives a prize if the correct answer is given. Olefine Works at Wilton neatly adapted this idea to add extra impact to their recent safety campaign on fire prevention. Miss Doris Whitfield, a technical clerk, was co-opted for the job.

Miss Whitfield is a popular young woman in any circumstances, but her popularity reached an all-time high among Olefine Works men last month when she visited their plants and handed out ten-shilling notes as prize money. Accompanied by a member of the works safety campaign committee, she made random visits to plants on the Works during the three-week campaign. Her



"Doris" hands out the lolly

task was to challenge people on the job and ask for the answer to one of five questions on safety matters. Sample: "What would you do if you saw oil spraying out from a leaking joint and on fire?"

If the question was correctly answered the committeeman put a further question. This was based on a note about fire prevention written by Mr. Bill Carlisle, Works safety foreman, which was circulated to all employees before the start of the campaign. A correct answer to this second question, and Doris handed over a crisp new ten-shilling note.

The "Meet Doris" feature was only one of several activities taking place on Olefine Works, where by the nature of the processes carried out the fire risk is naturally great, during the campaign. When Mr. Carlisle's note was sent out to employees, each envelope also contained an entry form for a fire precautions quiz, while boards at each entrance to the Works showed in striking form the major causes of the 77 fires which have occurred on Olefine Works during the past three years.

### Nine-point Plan

**A**T the annual conference of the Institute of Directors held at the Albert Hall recently, a nine-point plan to ensure the survival of a sound economy was put forward by Mr. S. P. Chambers, Chairman of ICI, in a speech that was widely reported in the national press. Mr. Chambers suggested the following measures as necessary for a healthy economy in Britain: (1) A sound non-inflationary budget, (2) The subjection of capital expenditure in national industries to the tests of economic soundness which they would have to pass if privately owned, (3) Elimination of subsidies designed to keep alive inefficient and dying sections of private industry, (4) Withdrawal of protection of subsidies based on sentiment and political expediency, (5) Recasting of the tax system to clean it of

the jungle of complexities and gimmicks which have added millions to administrative costs, (6) A reduction of taxation which penalises initiative and enterprise, (7) Pressure to get international agreement to the revaluation of gold to increase international liquidity, (8) Entry into the Common Market to help in the task of blowing away the cobwebs of inefficiency and restrictive practices and to give the more efficient sections of British industry the chance of increasing their exports, and (9) Coupling this freeing of trade with effective measures to deal with the menace of dumping at prices below the home prices of the producers.

### Diamond Wedding

**E**VERY year a General Chemicals Division pensioner, Mr. John Paton, and his wife travel down from their home in Glasgow to spend a holiday with their daughter in Billingham. While there Mr. Paton makes a point of visiting Cassel Works, where he was employed for many years, at least once. This year's trip was a particularly memorable one, for he and his wife celebrated their diamond wedding during their stay.



Mr. and Mrs. Paton

Now aged 83, Mr. Paton, a former maintenance fitter, moved down to Billingham from the Cassel Cyanide Company in Glasgow in 1930. He retired in 1948 after 51 years' service at the age of 70.

### New Look

**N**EXT month sees a change in Magazine policy on cover pictures. In future we aim that the front cover photograph should tie in with the leading article in the issue. Most of these photographs will be specially taken by professional photographers, either inside or outside the Company. However, there will still be plenty of opportunity for amateur photographers among our readers. From January we shall have either colour or black and white photographs on the back cover, whichever are the better pictures, all of them from ICI employees. Policy on payment for cover pictures remains the same.



## In Brief

**Investment at Wilton.** Since mid-1959 investment on new plant and buildings at Wilton has been running at about £10 million a year, making a capital investment total of around £125 million. Further construction based on sanctioned projects will bring the total to more than £140 million.

**Sound effects by ICI.** Several weeks ago, employees working in Paints Division's warehouse at Slough were mystified by the presence of a stranger imperturbably talking into a microphone in spite of all the clinking and clattering going on in the background. In fact those background noises were the reason for the stranger's presence in their midst. The stranger was Mr. Joseph Awad of the BBC's Arabic Features Unit, who was at Slough to record his impressions of the factory for the Arabic Services feature "Wheels of Industry."

**Penicillin prices.** Following recent price reductions of certain of their antibacterial drugs, Pharmaceuticals Division have now reduced the price of their injectable penicillins by about 10%. ICI is one of the largest manufacturers of penicillin and was responsible for much of the early commercial development of this drug after its discovery by Sir Alexander Fleming.

**Director's catch.** Dyestuffs Division personnel director Mr. J. A. G. Coates recently won a *Sunday Express* prize for the best catch of the week with a 13 lb sea trout caught when night fishing on the River Conway.

**Duke's awards.** Lord Fleck, immediate past chairman of ICI, presented Duke of Edinburgh awards to 26 Billingham boys last month. Ten of the boys received bronze awards and sixteen silver awards.

**Hockey honour.** John Mitchell, Billingham Ammonia Works safety officer and team secretary of the Synthonia men's hockey section, represented the Hockey Association in matches against London University on 1st November and Cambridge University on 15th November.

**Golden eye badges.** Golden eye badges have been awarded to two Billingham turners, Mr. Geoffrey Hall and Mr. William Cook, both of whom were saved from serious eye injury by wearing safety glasses.

## Oldest Council

IT seems the Magazine has stirred up a little inter-Divisional rivalry. In our picture feature on the Billingham Division Council meeting we mentioned that Billingham held the record for the most meetings—last October's was their 70th—while Alkali Division Council were runners-up with 66. This information was quite correct but it needs a rider,

**Medical honour.** Dr. A. Lloyd Potter was installed as president and took the chair at the annual dinner of the Association of Industrial Medical Officers held in London on 27th October. Mr. S. P. Chambers was chief guest.

**Elected president.** Billingham Division fertilizer products sales manager, Mr. J. S. Watkins, has been elected president of the Fertilizer Manufacturers Association for the coming year.

**Tees-side refinery.** Kellogg International Corporation, an American group, have been awarded the contract for HOC Division's new plant which is to distil crude oil to provide a proportion of the feedstock for the Olefine Plants at Wilton.

**'Perspex' price-cuts.** Due to the increase in manufacturing capacity for 'Perspex' acrylic sheet and the anticipated reductions arising from increased standardisation and productivity, the price has been reduced by an average of 2%. Further extensions to manufacturing capacity over the next year will result in a total capacity in excess of 20,000 tons.

**Another international.** Howard Payne, described as the second-best hammer thrower in the Commonwealth and certainly Britain's top exponent in the event, joined Billingham Division in October as a trainee plant manager. Earlier this year on a Great Britain tour of Poland he set up his personal best hammer throw—205 ft.

**Apprentices prize.** Robert Havlin, Ardeer apprentice painter and son of Mr. Robert Havlin (Ardeer Blasting Dept.) has gained one of the principal prizes offered by the National Federation of Master Painters and Decorators to first-year apprentices throughout Scotland.

**Boxing referee.** Mr. Phil Thomas, Wilton Boxing Section's match secretary, was one of the three judges for the England versus America international boxing tournament held at Leeds last month.

**On show in London.** Two members of the Billingham Synthonia Junior Club have had work accepted for the national arts and crafts festival to be held at the Festival Hall, London, by the National Association of Boys' Clubs. They are Christopher Oldfield, son of Mr. John Oldfield, Cassel Works Engineer and the new chairman of the Synthonia Club, and John Zapalski, an associate member. Christopher's work was a head sculptured in stone and John's an oil painting.

since the Council of the Alkali Division and its predecessors goes back to 1918, while that of Synthetic Ammonia and Nitrates Ltd., forerunner of Billingham Division, did not come into existence until 1920. The explanation is that the present system of numbering dates only from 1929 and Billingham have held a few special meetings, while Alkali Division have not.

## Cricketer of the Year

EVERY year the Midlands Club Cricket Conference nominates as Cricketer of the Year people who have rendered outstanding service to the game either in a playing or administrative capacity. Among the four chosen this year is Frank Mitchell, head groundsman and coach at Metals Division's Kynoch Works. The 1961 season was a highly successful one for him. He took about 180 wickets; played for Warwickshire II, Warwickshire Pilgrims, Midlands CCC and Warwickshire Old County Cricketers Association as well as for the Kynoch Club; and was the only member of the Kynoch Club to achieve the hat trick this season—three wickets for three balls—and he did it twice.



Mr. Mitchell

Although he used to play as a cricket professional for Warwickshire, it was as a footballer that he really made his name. On demobilisation from the Navy in 1946 he signed up for Birmingham City and a year later got his cap playing in an international against Scotland. Then in 1950 he was transferred from Birmingham City to Chelsea—his transfer fee was £18,000, an appreciable sum in those days, when conditions were, Frank says, not half as attractive as they are to men who make sport their career these days. His final move was to Watford, where he stayed until he retired from the professional game in 1957 and joined Metals Division.

## Marstons and the Jaguar

FEW of our readers can fail to be aware that the new Jaguar Mark X car was the big success story of this year's motor show. Little if any of the considerable newspaper publicity given to it mentions one item of particular interest to ICI people—the fact that the Leeds factory of Marston Excelsior Ltd. are making the copper and brass radiator and heater matrix.

The job was not an easy one. The low front of the car made it necessary to design a new radiator on the cross-flow

(i.e. horizontal water flow) pattern instead of the orthodox vertical flow. The heater matrix had to be of very high performance in order to heat the large saloon area efficiently. Both units had to be of economical design and production in view of the comparatively low selling price of the car, but at the same time they had to match the high quality of the vehicle. Marstons solved both problems satisfactorily, helped by the specialised knowledge they have acquired through supplying radiators of intricate design for racing drivers like Stirling Moss.

## Presentation Picture

THIS black and white reproduction does ill justice to the painting by J. Fairfax Whiteside of the action in which the late Col. J. F. Sinton, RAMC, won his Victoria Cross. It was commissioned by Pharmaceuticals Division's Publicity Department for presentation to the Royal Army Medical Corps, where it now hangs in the famous VCs gallery at the Corps' headquarters at Millbank.

Col. Sinton was attached to the 37th Dogras and won the VC in an action against the Turks in Mesopotamia. Although severely hurt and under heavy fire he continually attended to the needs of the wounded, careless of his own safety.



VC's picture

Before this picture could be painted many months of research had to be undertaken, because most of the records of the 37th Dogras are now lost, and it was not until the artist discovered an old comrade, who was in this action with Col. Sinton, that the jigsaw could finally be fitted together.

J. Fairfax Whiteside is a well-known illustrator, an exhibitor at the Royal Society of Portrait Painters and a leading medical artist. The picture is done in tempera, and those who knew Col. Sinton say that she has reconstructed an uncanny likeness of him.

## 75th Anniversary

ONE of Canadian Industries Ltd.'s oldest works, Brownsburg Works, celebrated its 75th birthday in October. On 10th October 1886 Brownsburg produced its first cartridge for a sporting rifle. Since then, by providing ammunition, the Works has helped to bring game to sportsmen in all parts of the world, and is still Canada's only sporting ammunition factory.

Brownsburg takes its name from George Brown, an Englishman who emigrated to Canada in 1818. He arrived, it is said, with only enough money to buy a single loaf of bread. He died a prosperous miller. The first explosive plant was built by Daniel Smith on land bought in 1875 from Alexander MacGibbon, a son-in-law of George Brown and great-grandfather of the present works manager of Brownsburg Works, Mr. K. W. MacGibbon.

By the 1880s, new munitions interests were attracted to Brownsburg. One of them was drawn there by a chain of circumstances. The Acadia Powder Company, controlled by Nobel's Explosives Company of Glasgow, had imported explosives to Montreal and stored them there. In 1874 Montreal's municipal authorities passed a by-law (since rescinded) ordaining that no explosives be stored within 50 miles of the city. Acadia Powder chose a new site at Carillon.

There, too, the inhabitants did not fancy the presence of a powder magazine in their midst. To ward it off, the Carilloners displayed an acumen that might be emulated by all those who have dealings with authority. Instead of selfishly pleading risk to themselves, the citizens of Carillon hit on the telling argument that an explosion would damage the nearby government river locks.

Their case carried, and it was decreed that no explosives could be stored within 10 miles of this government property. Just over 10 miles away lay Brownsburg, whose citizens were already familiar with explosives, thanks to the powder-making activities of Daniel Smith. They welcomed the Nobel interests, which put up a stone magazine nearby, employed Smith, and closed his primitive plant.

In 1886 the Acadia Powder Company was in turn taken over by the Hamilton Powder Company, which was destined to become one of the elements forming Canadian Explosives Ltd. (later CIL) in 1910. Among the other elements was to be the Dominion Cartridge Company, whose founding in 1886 was the cause of the recent 75-year celebrations.

## Appointments

Some recent appointments in ICI are: **Billingham Division:** Mr. E. A. Blench, Managing Director (jointly with Mr. K. H. L. Cooper and Mr. R. S. Wright). **Wilton Works:** Mr. D. H. Andrews-Jones, Staff Manager. **The Regions:** Mr. R. Haslam, Deputy Regional Manager, Southern Region (to be seconded from Nobel Division from 1st January 1962); Mr. A. Smith, Regional Sales Manager (Explosives), Scotland and Northern Ireland Region. **Khewra Soda Co.:** Mr. Y. M. Khan, Director. **Magadi Soda Co.:** Mr. H. C. Prew, Director. **ICI (Chile):** Mr. T. E. Dowd, President. **S.A. Azamon:** Mr. R. Chrystie and Mr. J. B. D. Pagden, Directors.

## Retirements

Some recent announcements of senior staff retirements are: **Fibres Division:** Dr. F. J. Siddle, Joint Managing Director (retiring 31st December). **The Regions:** Mr. J. Macfarlane, Regional Sales Manager (Explosives), Scotland and Northern Ireland Region (on extended sick leave pending retirement on 31st October 1962).

## 50 Years' Service

The following employees have completed 50 years with the Company: **Alkali Division:** Mr. W. O'Brien, Fleetwood Works (31st October). **General Chemicals Division:** Mr. W. Percy, Cassel Works (3rd October). **Metals Division:** Mr. W. Waters, Kynoch Works (26th August). **Nobel Division:** Miss E. Spiers, Westquarter Factory (10th November).

## Obituaries

### Mr. J. R. Maddocks

It is announced with deep regret that Mr. J. R. Maddocks, Dyestuffs Division staff manager, died suddenly on 23rd October after a short illness.

Mr. Maddocks, who was due to retire on 31st October, joined Levinstein Ltd., which was later merged into the British Dyestuffs Corporation Ltd., at Blackley in 1916. After a number of years in various technical departments at Blackley he was appointed tutor to the Dyestuffs Division Foremen's Training Scheme in 1944. He was appointed Division staff officer in 1947 and Division staff manager in 1955.

Those who approached Mr. Maddocks with their problems found him a friendly and patient listener, and one who gave a wealth of well-considered advice. His untimely death a few days before he was due to retire leaves his friends and colleagues with the feeling of great loss. We offer our deep sympathy to his wife and to his daughter, who is a doctor in Westminster Hospital, London.

### Herr Heinz Schmidt

It is announced with deep regret that Herr Heinz Schmidt of Bickford A.G. died on 6th November at the age of 58. He was manager of the slide fastener factory at Wiener Neustadt and the safety fuse factory at Neudorf and had been with Bickford & Co. A.G. (Austria) for 24 years.

## Correction

In the last issue of the Magazine an unfortunate mistake crept into the item on the half-year results. The interim dividend is of course 1s. 3d. and not 1s. 6d. as we stated.





# NEWS IN PICTURES

Home and Overseas

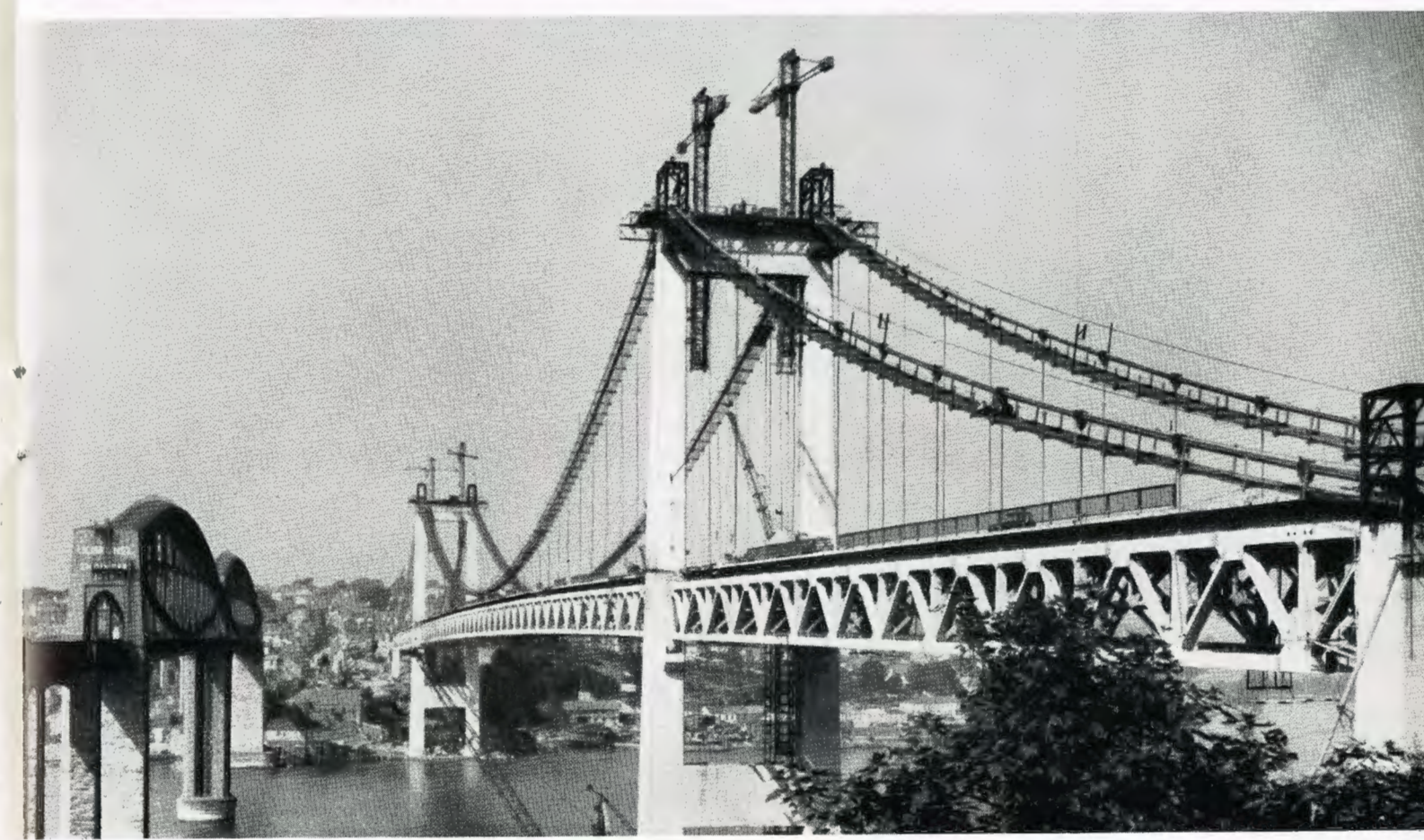
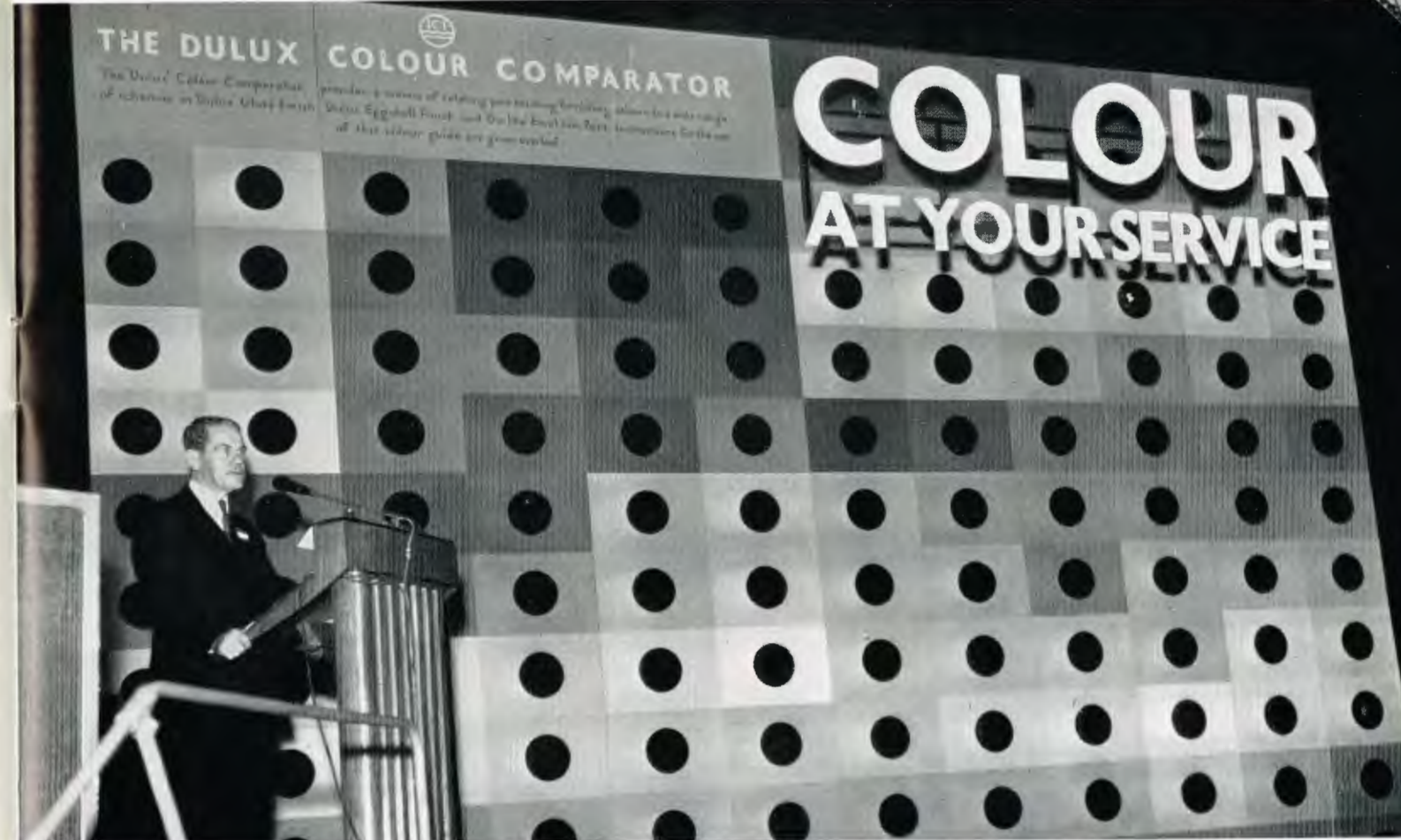


TOP LEFT: **Central Council—1.** Sir Christopher Hinton (second from the left), chairman of the Central Electricity Generating Board and a one-time member of the Alkali Division, was a guest at last month's meeting of Central Council at Blackpool

TOP RIGHT: **Central Council—2.** Mr. Stanley Wood, head of Paints Division's Colour Advisory Department, gave a talk illustrated with film to Councillors at Blackpool last month

BELOW RIGHT: **Impalco's part.** The main cables of the new Tamar Suspension Bridge at Saltash, Cornwall, arranged in groups and suspended from 250 ft. high towers, are kept in position by infills—circular spacers with a segment cut out to fit the contours of the cables. These spacers start life as aluminium extrusions made at Waunarlwydd by Impalco. The bridge was officially opened a few weeks ago

BELOW LEFT: **'Terylene' on trial.** A new lovat-green uniform (right) made up in 'Terylene'/wool mixture is being given a trial in certain Royal Marine units. The new uniform has a similar design to the present blue one for officers. The way the uniform has changed during the past 200 years can be seen from the 1761 (left) and 1861 styles







LEFT: **Golf trophy.** Mr. Peter Allen, president of Canadian Industries Ltd., needs no introduction to ICI readers as a golfer. He is seen here with the Daniels Cup, the seniors' golf championship (scratch prize), at the Kanawaki Golf Club, Montreal



RIGHT: **Headlines from Wallerscote.** Trying on unaccustomed safety hats before venturing on to the plant, these pretty girls from Wallerscote Works (Alkali Division) offices get expert advice on adjusting chin straps from their guide, Mr. Tom Barley, head of the Works Laboratory. The idea is to give women staff the opportunity to see at first hand something of the process works. This group includes Mrs. A. Wikeley and Misses Stanton, Harris, Wood, Wilson and Bantock



CENTRE LEFT: **It's a winner!** A party of factory personnel from ICI (Hyde) who came down to London for the Motor Show were caught by our photographer taking a close look at the prizewinning Hillman Husky on the Pressed Steel Company's stand. The Husky is trimmed with 'Vynide' from Hyde and has 'Terylene' safety belts



CENTRE RIGHT: **Record score.** Members of Alkali Division's Archery Section line up before the start of their annual shoot. Mrs. Jane Sandland (*third from the left*) won the ladies' championship with a score of 690 from 12 dozen arrows, which is the highest yet recorded by a bowman at Warrington and only 10 points away from a master bowman's score



BOTTOM LEFT: **First at Wilton.** Robert Thompson (*left*) and David Butcher are the first two Wilton boys to qualify for the Gold Standard of the Duke of Edinburgh's award. They won their awards for achievements with the Boy Scouts Association and will receive them from the Duke at St. James's Palace later this month



BOTTOM RIGHT: **Spot our girls.** A fashion parade in progress at Billingham Synthonia Junior Club during Club Week last month. Of the eight models in the picture four are professionals and four are club members. The ICI girls (Nos. 1, 2, 6 and 7) are Pauline White, Alex Baird, Lynne Featherstone and Margaret Gordon



# Report from Blackpool

Topics under discussion—and under occasional fire—at Central Council last month included the State Pension Scheme, the closing of certain Company factories, the Profit Sharing Scheme and subsidised safety shoes. The news editor reports on some of the highlights. *Drawings by Imre Hofbauer.*

**C**ENTRAL Council at Blackpool last month, matching the weather outside, struck a sombre note. The most important item of the day was undoubtedly a resolution from Nobel Division concerned with the closing of Company factories. This Division has, of course, been particularly hard hit. Five of its smaller factories have been shut down within the past five years, two more are scheduled to be closed due to increasing mechanisation, and employment at Ardeer is also down.

The Nobel Division motion proposed by **Miss Fitzpatrick** and seconded by **Miss Brandreth**, who come respectively from Westquarter and Westfalite, the two works scheduled to be shut down in the next few years, asked for the Board to consider some alternative source of employment for workers who become redundant arising from a decision to close an existing factory. Miss Fitzpatrick emphasised the difficulty in the district of finding alternative jobs for women, and she pointed out that some firms would not accept girls of 18 and over. She urged the Board to consider alternative sources of employment when the detonator assembly factories were closed.

Miss Brandreth, a comparative newcomer to Council meetings, walked purposefully across the polished floor to the main microphone to plead her own plight and that of 300 fellow employees. At the Westfalite Works at Denaby, a coalmining district, 35 men and 300 girls are employed on the hand assembly of detonators. For both safety and economic reasons this work is to be concentrated on Ardeer and mechanised. Although there is other work available in the district for men, Miss Brandreth said that there was practically none for the girls, many of whom not only have themselves given loyal service to ICI, but are the daughters and granddaughters of ICI employees. Their present prospect is the bleak one of having to travel 30 miles a day to the textile mills at Bradford, but their hope is that ICI may yet be able to locate some alternative process at the Works.

Miss Brandreth's speech deservedly won prolonged applause

and, too, a word of congratulation from **Dr. Lees**, Nobel Division joint managing director, who followed her to the microphone to present Council with a detailed report on the very considerable efforts the Division has made to find other employment for its workers, efforts which have included the sale of sites to suitable purchasers on very favourable terms to them. He explained the Division's predicament in that explosives works do not lend themselves easily for conversion to other manufacture. Only at one factory, Dumfries, where 'Ardil' was formerly made, has it proved possible to introduce other ICI manufacture—Plastics Division's 'Melinex' film. Isolated Crosslee in Renfrewshire had very fortunately been sold to an umbrella and safety clothing firm and the Cornish factories to a light engineering firm and to WAECO, makers of fireworks and marine distress signals, while many of the Haswell Works men were found jobs at Billingham and Wilton. Concerning Westfalite, due to close in 1963, the Board, he said, was actively negotiating to see what they could do. Dr. Lees concluded: "I hope no one will think that I am minimising the grievous hardship caused to several hundreds, but we would be failing the majority if we didn't change with the times."

He was followed by **Mr. Elstub**, the chairman of Metals Division, which was also recently faced with a redundancy problem. They had had to close their 'Lightning' Fasteners factory at Waunarlwydd in South Wales. Here again, in spite of canvassing other Divisions, no alternative ICI manufacture could be found. But a neighbouring clothing firm, Windsmoor, were planning to expand at the time and wanted extra skilled machinists. It was good to hear from Mr. Elstub that Metals Division therefore had taken the somewhat unusual step of installing sewing machines at the works and letting the 'Lightning' Fastener girls learn on them in working hours. As a result, out of 250 people leaving the factory, only 17 in fact had to be declared redundant.



**Mr. Hutton** (Billingham), one of the speakers who followed, paid a nice tribute to the Company in questioning whether there was any other organisation providing its workers with such an opportunity to voice their worries about redundancies. He put in a special word for Scotland, in his view in danger of becoming an industrial desert. **Mr. Chambers**, who assured Council that the whole subject was of very deep concern to the Main Board and under constant attention, also referred to Scotland. He told Council of his recent discussions with the chairman of the Scottish Council (Development and Industry) and broke the news of the Company's plans for a new plant for polypropylene film manufacture to be built by Plastics Division at Dumfries.

When this was in operation he was hopeful that the numbers employed would be larger than the numbers displaced when the 'Ardil' plant was closed.

Nobel Division's resolution, he added, was, in effect, asking the Board to redouble its efforts. He did not think anyone would want to vote against it, which, of course, turned out to be precisely the case when, just for the record, a vote was taken.

## Referendum on State Pensions?

State Pensions, a recurring item of controversy for several Council meetings past, was the other main matter of the day. To be in or not be in the State scheme was still the question. A





J. Scally, Nobel Division



D. O'Leary, Metals Division

Wilton Site Council motion asking for a referendum of all payroll employees was proposed by **Mr. Mason**. His own ('Terylene') Works Council, he said, thought the original decision to go into the scheme mistaken. However, they quite appreciated that others might hold the contrary view. It was time, he felt, that the matter was settled one way or the other, and he promised that Wilton would accept a Company-wide vote whatever the result.

Wilton's resolution brought no fewer than 21 other councillors to the microphone. Obviously there is no room for comment on all, but here are a few of the points made.

Nobel Division, represented by **Mr. Auld** and **Miss Fitzpatrick**, wanted the matter left as it was. When there was a fear of redundancy, they felt it was much better to be in than out. This view was shared by **Mr. McClean** (Dyestuffs). It was a poor scheme, he agreed, but a poor scheme could be made into a better one. **Mr. Groves** (Metals) also believed the scheme to be a bad one. But to be in it, he was sure, was the lesser of the evils.

**Mr. Doyle** (Billingham) was against the motion for a rather different reason. To hold a referendum, he felt, was "an abdication of our responsibilities as Councillors." Passing on a decision on a difficult matter weakened the Council system. **Mr. Bayly** (Wilton) was also against a referendum. One had to think of the situation not just now but in 20 or 40 years time under different governments and with different relationships between incomes, contributions and benefits. This was inescapably a matter on which the Board must decide. **Mr. Barrett** (Metals) wondered what would be achieved by such a referendum. Less than 50% had taken the trouble to reply to a recent holiday poll at Metals Division. **Mr. O'Byrne** (Dyestuffs) suggested that a solution lay rather in contracting out sections of employees. Obviously the lower-paid workers gained more through being in the scheme.

So much for the opposition. Those in favour included **Mr. Silcock** (General Chemicals), who believed a referendum would show that a large section of ICI wished to contract out of the State scheme. And the Board could then take advantage of the possibility of contracting out sections rather than the whole. **Mr. Morgan** (Paints) accused the Board of having effectively and completely by-passed Central Council, the right clearing house for such matters. **Mr. Martin** (Dyestuffs) wanted to see the referendum extended to ICI's 40,000 staff employees too.

Voting showed 41 in favour to 161 against the motion, and the Chairman ruled that since the subject had been discussed at length and on more than one occasion reference back to Divisions would serve no useful purpose. He then went on: "Here we have a scheme which as you all know certainly benefits certain employees, nobody denies that. The lower-paid employees of the Company undoubtedly benefit—they benefit for the same or even a lower contribution than if they were contracted out. We could not, acting with any due sense of responsibility, change that decision in respect of those workers; in so far as we are considering workers as a whole, and not sections of workers, we could not at this stage go back on our decision, which is for the benefit of those lower-paid workers. We could not go back even if we had a referendum saying that workers as a whole wanted the Company to contract out."

Everyone admitted that the State scheme was far from perfect, but at least two of the major parties had indicated that



Dr. I. J. Faulkner, Billingham Division



J. Ellis, Plastics Division

their intentions would be, as and when circumstances permitted, to improve pension arrangements and any further changes would probably be to the advantage of better-paid workers. The Board's decision would therefore stand.

### Profit-sharing Matters

After the long-drawn-out discussion on pensions, the next item—long service awards—was quickly despatched. A note about the new awards with illustrations appears elsewhere in this issue.

The provision by ICI of rest homes came next. The answer to Council's request for this was that enquiries made from all Division medical officers showed that there was no shortage of accommodation. Mr. Chambers pointed out that it would in the circumstances be a sheer waste of the Company's resources to duplicate existing facilities but promised to review the matter again if necessary.

Profit-sharing cropped up twice. First **Mr. Grint** gave the Company's reply to a Council request that in view of the loss of profit-sharing bonus consideration be given to improving ex gratia payments in cases of early retirement. He said that the main point of this resolution had in fact been anticipated and told Council of the considerable improvements in ex gratia payments authorised in January. Although the Board would not like to accept in principle that loss of profit-sharing bonus was in itself an argument for increasing ex gratia payments, they were nevertheless concerned that the scheme of payments should be fair, equitable and realistic.

The other profit-sharing item came from Plastics Division. This was a motion requesting that the Board consider now, instead of in a year's time as promised, the following resolution:

"An employee shall qualify for bonus after completion of 12 month's service with the Company, such bonus to be calculated on the number of months' service after qualification."

The matter was pleaded by **Mr. Ellis** and **Mr. Hickey** (Plastics), and they were supported by **Mr. Auld** and (with reservations) **Miss Fitzpatrick** (Nobel). The latter wanted a further Nobel resolution on juveniles taken into account too, and eventually **Mr. Docherty** (Wilton) tabled an amendment asking the Board to bring forward now for early consideration all outstanding proposals on the scheme agreed at previous Council meetings and at present in cold storage until autumn 1962.

The Chairman then said that the resolution asked the Board merely to consider something sooner than later, and he would not call upon other speakers but would give his assurances that this would be done. He, however, reminded the meeting that this was a matter for both staff and payroll, and their interests would have to be taken into account.

The two other motions passed by Central Council were a request for paint at a reduced price for pensioners (88-64) and for an increase in the allocation of subsidised safety shoes from two to three pairs a year (134-21). Both go to the Board for consideration.

Other items not under debate but which deserve mention were the presence as a guest of Sir Christopher Hinton, chairman of the Central Electricity Generating Board and a one-time member of Alkali Division; the presentation of a farewell cheque from fellow works councillors to **Mr. Sam Humphries** of Dyestuffs Division's Blackley Works, and the illustrated talk by **Mr. Stanley Wood**, Paints Division's chief colour adviser.



## A BIGGER CHOICE IN LONG SERVICE AWARDS

A number of additional long service awards, giving the recipient a greater choice, were announced by Mr. C. M. Wright, Personnel Director, at the recent meeting of Central Council. The Board, said Mr. Wright, had accepted the recommendations of the committee drawn from staff and payroll appointed last May. The new additions to the existing range are in the twenty, thirty and forty year brackets and will be available first to those who qualify in 1962. Long service awards are now to remain unchanged at least until the end of 1972.

**LEFT: Forty Years' Service.** Added to the range of existing awards are an 87-piece canteen of silver-plated cutlery, a three-piece silver tea set and a four-piece silver-backed dressing table set. **BELOW: Thirty and Twenty Years' Service.** In the thirty years' service bracket you now have the additional choice of a pair of 7 in. high silver candlesticks and a modern gilt battery-driven clock with a 365-day movement. In the twenty years' service bracket, women may now choose a gold "engraved" bracelet or a stainless steel wrist watch with matching bracelet, and for men there is a stainless steel expanding bracelet attached to the stainless steel watch formerly fitted with a leather strap, or a one-pint silver tankard. And for either men or women there is a silver cigarette case.





# Another Man's Christmas

By M. T. Roberts, Chef to IC House



THE cost of Christmas cheer is usually lost in an alcoholic haze until the end of the first week in January, by which time it is too late to do anything about it. And what could we do? The bird has been eaten in the last possible form it can be eaten in, the bottles are as empty as makes no difference, and the people we didn't want for a drink came anyway. Christmas is not a time for counting the cost, especially so when a family gathers together for probably the only time in a year, and the pleasure of giving instead of taking is paramount, when the delight in a child's face is a thing of joy, and we say "Happy Christmas" to strangers.

This is how it is at home. But things are very different for the professional provider of Christmas food. Mine host at the pub or hotel takes a more jaundiced view in many ways. The turkey you see on the snack bar is not the first and only turkey he will see in a year. It is one of many, and it does not represent Christmas, it represents profit or loss.

It can affect you very little if your bird at home is overcooked or rather more bony than you would wish. But for the professional it can make the difference between profit and loss. You cook a turkey probably only once a year, so if your slices are thick or somebody gets too much black meat you may be forgiven. Not so mine host. Have you ever thought how much meat there is in a 10 lb. turkey? You lose one-third of its weight in cleaning; and in cooking, because of the fat and gravy oozing out, you bring it to just over half its weight. If you rescue all the cooked meat from the bone you will have about 3 lb. 8 oz. *The cost of cooked turkey, therefore, is three times the cost of raw turkey.*

These figures mean a great deal to the publican, who must make a profit on his food. His need to make a profit is one of the reasons why food in public houses does not as a rule show much imagination. Another reason is that perhaps the publican or his wife is not interested in food as food, but purely as a source of revenue. It is easy for the woman with sufficient knowledge to make something attractive as a change from the wrapped pork pie and crisps. For the woman with no knowledge or no time it is purgatory.

## More Varied Fare

Since the end of the war there has been a growing tendency for people to go out on Christmas Day, and sometimes for the whole holiday. I think this is instigated mainly by wives who consider a year's cooking for seven days a week deserves a change, and partly by the younger married women who because of the war and its shortages shrink at the ordeal of a succession of large meals, often under a critical mother-in-law's eye.

I believe that, despite the difficulties, the smaller hotels could and should make more effort to provide in variety what they cannot provide in space and amenities. The boar's head we illustrate can be bought ready to carve for 6s. 9d. a pound, and it can be made for half that price. It tastes well, too. The game pie, made of old grouse, chicken liver and bacon, well seasoned with herbs, is only seen as a rule in large hotels or at catering exhibitions, yet it requires only little more work than a steak pie, and is certainly more attractive to the somewhat jaded appetite at Christmas. This sort of thing pays off. I know one small hotel in Devonshire which was fully booked up for Christmas when I stayed there in July. There is scope, too, for more







LEFT AND ABOVE: Two chef d'œuvres made under the direction of the author. The boar's head, once a traditional British dish, is now rarely seen. It can be bought ready to carve at 6s. 9d. a pound. The game pie,

made of old grouse, chicken liver and bacon and decorated with the heads and wings of the birds, requires little more work than a steak pie

imagination in sweets. Fruit savarin is a change from pudding and pies. It is a sweet clean to the palate and light in composition, and many bakers will make the pastry part of it, given enough notice. You can get these in a day or two before Christmas, because however stale they are the soaking in syrup and rum will rectify it. Charlotte is another good dish worth a good caterer's while. The filling, when properly made, is known as a cream Bavarois. It consists of 14 yolks of egg worked together with 1 lb. of castor sugar, to which add 1½ pints of vanilla-flavoured hot milk and two-thirds ounce of gelatine. This is heated, *but not boiled*, until it is very slightly creamy in consistency, and then cooled, stirring all the time. When nearly cold, add 1½ pints of whipped cream and 5 oz. castor sugar. Pour into the moulds, and set in refrigerator to get really cold and firm before turning out.

#### Carving Essentials

Finally, a word about carving. The ability to carve is both a social asset and a useful trade. A skilled professional carver can always find good employment, and it is usually a pleasure to watch him at his trade. As in so many fields, continual practice lies before perfection, and because the average home so seldom has a large joint, this practice is hard to come by.

To carve well one needs good tools. These need not be expensive, but they must not be cheap. Your requirements are a medium-size ham knife, preferably of Sheffield make; a steel, a carving fork, and a fine carborundum stone. The knife must be sharpened firstly on the stone and then on the steel, remembering to keep the knife almost flat in both cases and to draw its full length along and across at the same time. You will need to sharpen the knife at intervals, as the heat of the joint tends to blunt the fine edge. Only use the stone when you find that the steel is not producing a fine enough edge.

A very important aspect of carving is to allow the bird or joint about 15 minutes after it leaves the oven before starting to carve. This enables the tissues of the meat to relax and makes it easier to obtain a thin slice. You can usually occupy this 15 minutes or so in making gravy and dishing up vegetables. Probably the most important item towards good carving, once the meat or bird is properly cooked, is to remember that all meat should be carved *across the grain*. For example, a leg of lamb should be carved with the knife always at right angles to the bone, and never in slices along the bone. The only exception to this is what is known as the English method of carving a saddle of lamb, when the slices are taken lengthwise along the spine—a very extravagant way of carving, but quite correct.



# Mountains of the Moon *By Sandy Dunbar*



ONE feels a bit of a Charlie packing for the equator as if one were going to the Pole, but if one intends to visit Ruwenzori this is exactly what one has to do. For Ruwenzori, although situated less than half a degree from the equator, is high enough to carry perpetual snow and glaciers.

Ruwenzori is a massif some 60 miles long and 30 miles broad on the Uganda-Congo boundary. It comprises six groups of snow-covered peaks over 15,000 ft., the highest being the Margherita Peak of Mount Stanley at 16,794 ft. It is not the highest mountain in Africa (Kilimanjaro and Mount Kenya are higher), but the range is certainly the largest and most impressive group of snow mountains in that continent, and its vegetation has to be seen to be believed.

Ruwenzori is now generally accepted as the legendary Mountains of the Moon. The extraordinary thing is that although Ptolemy recorded them on his map as the source of the Nile 150 years before Christ, two thousand years elapsed before their existence was proved and their peaks were scaled. Well, perhaps not so extraordinary, for the range is usually shrouded in cloud and mist, and is frequently invisible even to those encamped on it.\* Early visitors to the range were defeated by the difficult country, lack of alpine equipment or experience, and the atrocious weather, and it was not until 1906 that its topography was explored and its peaks were scaled by a model expedition led by the King of Italy's brother. Indeed, it has been explored and mapped in detail only within the last 35 years.

And now it is open to all, even the non-climbing tourist like the three European members of our expedition. One needs at least a week, some money, a stout heart, and plenty of waterproof clothing. And it is a great advantage if at least one of the party is a member of the Mountain Club of Uganda which provides, as well as most useful information, a series of mountain huts where one can sleep in comparative comfort for a modest fee.

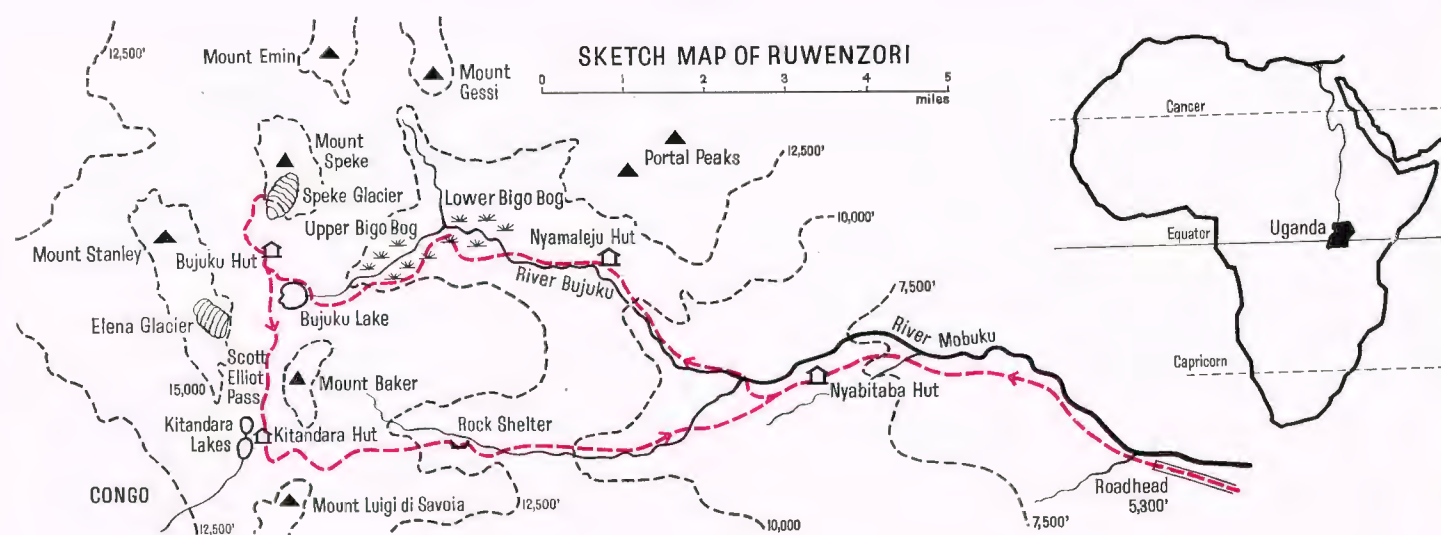
Arrangements for the expedition were complicated. Porters from the Bakonjo tribe are available to carry 45-50 lb. apiece at a standard rate of 3s. 6d. a day, and each needs a blanket, a sweater, and 2½ lb. of food per day. Thus if you need, as we did, three porters to carry our three bedding rolls stuffed with clothes, and a further three to carry pots and pans, paraffin and primus and our food for a week, you need a further two to carry *their* food for a week, and another one to carry the further two's food and his own. Indeed, there comes an awful moment when you seem to need more porters to carry the more food required by the more porters to carry the more food *ad infinitum*. We got by with eleven porters and a headman for the three of us, which



LEFT: Mount Stanley, highest point (16,794 ft.) of the Ruwenzori Massif, which carries perpetual snow, even though only half a degree from the equator. In the foreground giant groundsel and lobelia lend an exotic lunar look. ABOVE: A typical market in Uganda—crowded, noisy, colourful—through which the author passed on his way to the Ruwenzori Range on the Uganda/Congo border

\* Thus, although Stanley in 1876 "obtained a faint view of an enormous blue mass afar off, which we were told was the great Mountain in the country of Gambaragara," it was not until 1888 that he saw the snows, appreciated their significance, and publicised the fact to the world. Stanley took the credit for the discovery, although it wasn't his. Two members of his expedition "distinctly saw snow on the top of a huge mountain. Some of the Zanzibaris tried to persuade us that the white covering which decorated the mountain was salt; but Jephson and myself were quite satisfied that it was snow." They reported this to Stanley a month before Stanley "discovered" Ruwenzori.





I thought excessive until (a) I saw the loads and (b) I discovered that other expeditions had had as many as sixty.

So one fine morning last July, my brother, a friend of his, and I set off with our twelve strong men up the track which starts where the road ends towards the pale blue Portal Peaks which guard the hidden snows. Over a stream on a greasy pole, through a bog in the elephant grass, and into the bush where the elephants, judging by the damage they had done, must have had quite a romp the night before.

#### Changing Vegetation

As we began to climb, the vegetation changed. Tropical forests hanging with creepers gave way to bracken 9 ft. tall; bracken to podocarpus trees, podocarpus to bamboo, bamboo to mimulopsis tangle. The path was muddy and never the same for more than a yard: up, down, round, we clambered rather than walked, sometimes brushing aside head-high branches, sometimes skirting ankle-deep bogs, often scrambling over an assault course of rocks, roots and fallen trees. And so after climbing for four or five hours, six or seven miles, and 3500 ft., we pulled up the last false crest (all crests are false when you're tired) and came to a most welcome aluminium hut on a high ridge between two rivers under the Portal Peaks. Inside there were six sprung beds (no mattresses, no furniture, no stove), and on the wooden frame of one was scribbled in charcoal "You have got so far, don't give up yet."

Here at Nyabitaba we spent the first night, pricking our blisters, drying our boots, eating corned beef and spaghetti, and lacing our tea with brandy. Jovani and Petero cooked for us, and the other porters slept, as they always do, under a rock shelter nearby; not a cave really, but a large overhanging cliff which at least keeps them dry. And the next day we pushed on, down at first into the valley of the Mobuku, which we crossed on a precarious wire-and-wooden suspension bridge, one at a time, pausing in mid-passage as the cameras clicked. It swayed alarmingly: the wooden struts which formed the floor were pretty ramshackle and some of them recently—too recently for comfort—broken. And then on up a seemingly endless vee-shaped valley, through bamboo and mimulopsis tangle, waist deep in shrubs and docks and creepers, into the heather zone. At first I did not notice the heather, imagining something like the north Yorkshire moors or the Scottish highlands. Gradually

it occurred to me that the straggling sprawling trees we were passing *under* were heather—giant heather 20–40 ft. high. It was as if one were Gulliver waking up in Brobdingnag and only 6 in. tall. And as we proceeded under the overhanging mossy cliffs on our right and with the Bujuku river roaring on our left, the vegetation began to get more exotic. Huge masses of moss, red and yellow and green and amber, swelled and disfigured the limbs of the heather trees and from every branch and twig hung pale grey-green lichens, stirred gently by the breeze. It was as if everything were bearded—not the rough fuzz of our Victorian grandfathers but the fine light-pointed wisps of the Chinese.

Indeed, as I soon discovered when I attempted to sketch, the whole landscape needed a Chinese artist to do justice to it. On each side the tree-lined valley rose up sharply to the clouds; beyond the outline of one spur appeared the silhouette of another; and every skyline ran upwards until it was lost in mist. Although one longed for the clouds to lift, the landscape gained in dramatic quality by our *not* being able to see quite where the mountains ended. It was a romantic landscape—a little too dramatic, perhaps—and one might be forgiven for being reminded of the early English watercolourists, or even Covent Garden (my brother said it reminded him of "Babes in the Wood").

#### Drudgery Rewarded

And so we came to Nyamaleju, which means the Place of the Beards, and here just before sunset, from the rock above the hut, we saw the clouds part for a few moments and reveal the great mass of Mount Speke with the snow-covered peaks of Mount Stanley beyond. It was an exhilarating and tantalising sight. Such a view has a rarity value difficult to appreciate when it is imprisoned in a photograph; the drudgery of walking these rough tracks is suddenly made worth while if one sees for an instant the pinnacle ahead.

On the third day we pressed on under the bearded heather into more open country, boggy under the wiry grass, and giant groundsel and lobelia began to appear. The groundsel: huge clusters of cabbage-like leaves on carrot-shaped stems 10–15 ft. high, the stems covered with dead leaves as if to prove their owners' age. Lobelias: a veritable porcupine of pointed green leaves, a vegetable firework on a 10 ft. stalk, sometimes topped with an obelisk-like spike with pale blue flowers, the whole



ABOVE: A group of Bakonjo porters rest on the climb with two members of the expedition. The Bakonjo are magnificent men—conscientious, sure-footed, strong, and always immensely cheerful  
BELOW, LEFT: Carrying a 50 lb. load on a head-strap, a porter crosses a

precariously swaying wire-and-wood suspension bridge over the Mobuku River  
BELOW, RIGHT: Exotic vegetation on the lower slopes of Ruwenzori, where huge masses of moss attach themselves like giant cocoons to the limbs of the trees







At the foothills of Ruwenzori. Salt is being scraped from the floor of the Crater Lake at Katwe. The salt lake really is pink

standing proud of the ground like monuments in a cemetery. These two plants, growing in great profusion at over 10,000 ft. almost to the snow line, give Ruwenzori its exotic, lunar look.

We crossed the river on slippery, ill-distanced stones, and entered the Lower Bigo bog. I was expecting a Slough of Despond, and we got it, though two descending glaciologists assured us that the path was unusually dry. The floor of the bog—if you can call it a floor—is thick black mud, ill-concealed with short grass and a sort of chickweed. The mud is at least ankle deep, sometimes up to your knees, and the sensible thing is to use the tussocks of thick grass as stepping stones. This is fine—in theory. The tussocks are hard and usually firm, although your weight makes them wobble disconcertingly. But they are 2 ft. high and 6–7 ft., often more, apart. At first it is rather fun, as you leap from tussock to tussock, pause to decide your next move, and leap on again. Sometimes you reach an impasse—there's nothing for it but to risk that promising dry patch on the muddy floor. Did I say "promising"? Well, it *looked* promising. Sometimes it is possible to line up a run of six or seven well-placed tussocks and take them at a run: leap—leap—leap—leap—shriek—splodge, and in you go up to your knees. But your energy flags, you tire; and you end as you began, splodging slowly through the mud.

We passed the Bigo hut ("Food should not be left outside because of leopards," say the Mountain Club notes), up a ghastly slippery spur, and down again to the Upper Bigo bog.

We lunched by the river, with a fine view of Mount Stanley at the top of the valley, and on again, tussock-jumping through the bog, and up a steep rise on firmer ground.

Here for the first time I began to feel the height. Quite simply we were now two and a half miles high, and one did not have as much oxygen as one needed. I didn't feel tired in the muscular sense, just unable to walk as fast as normally. Taking it slowly, we came up to the final plateau, the black waters of Lake Bujuku reflecting Mount Stanley 3000 ft. above it; plodded silently through the mud, following the course of a curious semi-underground stream, which surfaced now and again rather like the District Line; and came at last to the Bujuku huts.

Exhausted, I flung myself on the grass. It occurred to me that I might be sick. Then it seemed quite a good thing that I should be sick. I got up, wandered off into the giant groundsel, and was sick. I dopily got into my bunk, slept for 3½ hours, got up for supper (corned beef, spaghetti, apricots and brandy) and felt fine for the rest of the evening.

The Bujuku huts are situated at 13,000 ft. in the valley which divides Mount Stanley and Mount Baker from Mount Speke. This was our objective: two aluminium huts with a stove in each, near a stream, with the giant groundsel all around. Above us the sides of the valley rose steeply, the groundsel marching up the screes to the rock walls above, which guard the snows. One could see, when the mist cleared, the Elena Glacier and the snow on the rock peaks. We did not attempt to climb any of



Looking up Speke Glacier through the mountain mist. A dirty mass of packed ice, 200–300 yards wide, leads to a dark ice wall

these, for none of us had any mountaineering experience or equipment; but the next day we did climb 1500 ft. up some very wet and mossy rocks ("which need great care, especially for less experienced parties") to visit the snout of the Speke Glacier, a dirty great mass (literally) of packed ice 200–300 yards wide stretching up to a dark ice wall under the glistening snow. Huge seracs were breaking away at the snout, and water dripped continuously from icicles into pools which undermined the glacier itself. A stream of icy water ran out of the glacier and cascaded down the rocks to Lake Bujuku 2000 ft. below. It was odd to think that this same water, or at least some of it, would reach the Mediterranean, almost 4000 miles away, via the Bujuku and Mobuku rivers, south to Lake George, west to Lake Edward, north to Lake Albert (through the Congo), and into the Albert Nile. It would stagnate in the Sudd, flow past Khartoum, Abu Simbel, Aswan, Luxor and Cairo, and eventually emerge, dark muddy brown, in the Mediterranean Sea.

It had taken us three and a half days' hard walking to get there, it took us three and a half days' hard walking to get back; not by the same route, for the next day we scrambled over the snow-patched rocks of the Scott-Elliot pass to Kitandara Lake, as beautiful and as pleasant as Bujuku Lake is dark and gaunt. Here we found St. John's wort in flower—a lovely orange-red tulip bud on a tree as big as a mountain ash. And here we were wakened by one of the porters bringing into the hut a live hyrax, a curious mountain animal much hunted and trapped for its

meat and fur. About 1½–2 ft. long, with brown-black fur like a rabbit's, it has a small hoglike face, tiny beady eyes, and four curiously human hands like a mole. Kambere held it by a string round its neck, and it was obviously very frightened—with good cause, for it was eaten for supper that evening.

On our way back down the Mobuku valley we spent one night in the open—well, perhaps half in the open, for the rock shelter was little more than an overhanging cliff. It was draughty but at least it kept us dry, as we lay fully dressed in our sleeping bags, wondering if it would freeze.

The descent was the same as the ascent, only going the other way. It was as if one were seeing a speeded-up film of a journey from the Pole to the equator. From the ice and snow of the peaks we passed over a sort of tundra of black rocks and moss and alpine plants, through grassy bogs and the giant lobelia country, the heather zone, the mimulopsis tangle, the bamboo and the podocarpus trees, down through the bracken and the forests and out into the elephant grass until we emerged once more, tired but happy, on the track where we had left our cars eight long days before.

It was odd to be back. It was odd to see other people, and trees and plants a normal size, and men on bicycles and men in cars. It was as if time were out of joint, as if by some kink one had progressed from the twentieth century B.C. to the twentieth century A.D. Quite simply, for eight days one had been out of this world, and it was a jolt to be back.





*"High Altar"*

*Photo by F. J. Doherty (Pharmaceuticals Dept., Birmingham Area Office)*